



Fair, safe and productive workplaces

Labour

Workplace Bulletin

*Workplace Information Division
Strategic Policy, Analysis, and Workplace Information Directorate
Labour Program*

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Canadian labour profile, April 2012

Wage adjustments

Major¹ collective bargaining settlements reached in April 2012 provided base-rate wage adjustments averaging 2.3%² annually over the contract-term, with an average duration of 38.0 months. These results are derived from a review of 19 agreements covering 82,850 employees.

The April average was higher than the 1.6% figure recorded in the previous month, and the 1.8% average for 2011. The aggregate wage adjustments (2.3%) were higher than the rate of inflation at 2.0%.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.1%, with an average duration of 35.0 months.

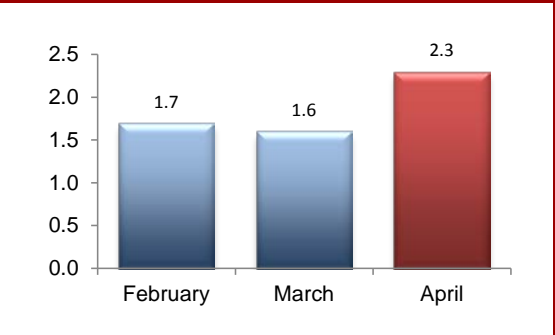
Average wage adjustments in the public sector reached 2.3%, higher than the 1.3% figure recorded the previous month but similar to the January figure. Upward pressure within this sector originated, partly from the Alberta education, health, and social services sector with wage adjustments averaging 3.0% and from the City of Winnipeg (police officers) agreement at 4.3%. Downward pressure came from British Columbia with four agreements under a wage freeze. There were no private-sector settlements in April.

Wage adjustments by jurisdiction were impacted by the aforementioned major settlements and ranged from a wage freeze in four British Columbia education-sector agreements, to a high of 4.3% in Manitoba (City of Winnipeg police officers). The largest concentration of employees was in Alberta where wage increases averaged 3.0%. The largest concentration of agreements was in Ontario where wage adjustments averaged 1.6%.

In the federal jurisdiction, three major agreements recorded an average wage adjustment of 1.8%: 2,150 drivers with OC Transpo in Ottawa received an average wage adjustment of 2.1%; 1,160 technical employees at the Canadian Broadcasting Corporation received a wage increase of 1.5%; and, 2,320 employees with the Government of Canada (nurses) received a wage adjustment of 1.7%.

On an industry basis, wage adjustments ranged from a low of 1.1% in the finance and professional services sector (derived from a single agreement, the Toronto Community Housing Corporation), to a high of 2.8% in the education, health, and social services sector. The latter sector had the largest concentration of agreements and employees.

Percentage wage adjustments in major settlements



¹ All data compiled in this review involve major collective agreements covering 500 or more employees across Canada.

² The wage series is employee-weighted.

Wage settlements

The wage data will henceforth be available solely on our Web site, under the [Wage settlements](#) section. These tables contain historical information on major wage settlements covering 500 or more employees by month, quarter, and year, for all industries, in both the public and private sectors, and all jurisdictions.

The following tables are available:

Average annual major wage adjustments

- Average annual percentage wage adjustments, by month (last three months)
- Average annual percentage wage adjustments, by quarterly (last four quarters)
- Average annual percentage wage adjustments, by year (last four years)
- Public and private sector percentage wage adjustments (time series since 2002)

Major wage settlement for all sectors

- Major settlements reached in April 2012
- Major wage settlements, by month (last three months)
- Major wage settlements, by quarter (last four quarters)
- Major wage settlements , by year (time series since 2002)

Recent collective bargaining settlements

Key information of recently ratified collective bargaining settlements are added on a monthly basis to the [year-to-date listing](#), which is available on our Web site. The table below lists recently published collective bargaining settlements and summary reports.

It is now possible to directly access the published summary report of a ratified collective bargaining settlement when the file number is hyperlinked. This hyperlink brings you into Negotech, a searchable repository, which also provides access to the full text of the collective agreements, important benefit changes and latest wage adjustments.

Ratified settlements, by province

Reference number, employer, location, union, affiliation, number of employees, and bargaining unit	Settlement date	Term of contract
0871308 Marine Atlantic Inc., Atlantic Coast United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO / CLC) 480 employees <ul style="list-style-type: none"> ➤ longshoremen ➤ general services employees ➤ office employees 	Mar. 30, 2012	Jan. 1, 2011 - Dec. 31, 2013
1196005 Halifax Regional Municipality, Halifax, Nova Scotia Amalgamated Transit Union (AFL-CIO / CLC) 750 employees <ul style="list-style-type: none"> ➤ bus drivers ➤ service and maintenance employees 	Mar. 13, 2012	Sep. 1, 2011 - Aug. 31, 2016
0194111 New Flyer Industries Canada ULC, Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) 700 employees <ul style="list-style-type: none"> ➤ production employees 	Mar. 31, 2012	April 1, 2012 - Mar. 31, 2015
0502113 Calgary Board of Education, Calgary, Alberta Canadian Union of Public Employees (CLC) 740 employees <ul style="list-style-type: none"> ➤ building maintenance employees ➤ outside employees 	April 4, 2012	Sep. 1, 2011 - Aug. 31, 2014
0354710 YRC Reimer, system-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) 210 employees <ul style="list-style-type: none"> ➤ truck drivers 	Mar. 2, 2012	Sep. 1, 2011 - Aug. 31, 2015

Key negotiations

This listing, updated on a monthly basis, contains current and upcoming key negotiations for collective bargaining agreements. These contracts cover negotiations of 500 or more employees.

Key negotiations				
Employer	Union	Employees	Status	Expiry month
Federal jurisdiction, Public sector				
Multiprovince				
Government of Canada	Various unions	65,660	Bargaining / Mediation / Arbitration / Tentative settlement	May 2010 / Jan. 2012
Canada Post Corporation	CUPW / PSAC	56,100	Bargaining / Arbitration / Upcoming	Jan. 2011 / Aug. 2012
Federal jurisdiction, Private sector				
Ontario				
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Bargaining	June 2012
Multiprovince				
Air Canada	ACPA	3,200	Arbitration	Mar. 2011
Provincial and territorial jurisdictions, Public sector				
Newfoundland and Labrador				
Government of Newfoundland and Labrador	NAPE / CUPE / NLTA	24,150	Bargaining / Upcoming	Mar. 2012 / Aug. 2012
Government of Newfoundland and Labrador / Newfoundland and Labrador Health Boards Association	Association of Allied Health Professionals, Newfoundland and Labrador / NLNU	5,940	Upcoming	June 2012
Prince Edward Island				
Department of Health and Wellness	CUPE / IUOE / PEIUPSE	2,390	Arbitration / Conciliation / Bargaining	Mar. 2010 / Mar. 2012
Nova Scotia				
Health Association Nova Scotia	CAW / NSNU	16,830	Tentative settlement	Oct. 2011
Government of Nova Scotia	CUPE / NSGEU	8,670	Upcoming	Oct. 2011 / Mar. 2012

Key negotiations (continued)

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
New Brunswick				
Government of New Brunswick	NBUPPE / CUPE / NBNU / NBTF	23,350	Bargaining / Upcoming	Dec. 2010 / April 2011 / June 2011 / Feb. 2012
Quebec				
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
Université Laval	Various unions	4,720	Bargaining	Dec. 2010 / May 2012
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
Société de transport de Montréal	Fédération des employées et employés de services publics inc.	2,300	Bargaining	Jan. 2012
Ontario				
Ontario School Boards	OSSTF / ETFO / OECTA / Association des enseignantes et des enseignants franco-ontariens	201,120	Upcoming	Aug. 2012
College Compensation and Appointments Council	CUPE / OPSEU	10,500	Upcoming	Aug. 2012
Ontario Hospital Association	SEIU	15,860	Bargaining	Oct. 2011
City of Ottawa	IAFF	930	Bargaining	Dec. 2011
University of Ottawa / University of Toronto / Carleton University / University of Western Ontario / McMaster University / York University	Various unions	13,870	Bargaining / Upcoming	April 2011 / June 2011 / April 2012 / Aug. 2012
Government of Ontario	AMAPCEO	7,000	Upcoming	Mar. 2012
Council of Academic Hospitals of Ontario	PAIRO	3,300	Arbitration	June 2011
City of Toronto	IAFF	3,000	Bargaining	Dec. 2009
Manitoba				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
City of Winnipeg	IAFF	970	Arbitration	Dec. 2011

Key negotiations (continued)

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012
Alberta				
Alberta School Boards, Government of Alberta	Alberta Teachers' Association	36,000	Bargaining	Aug. 2012
Alberta Health Services	AUPE	12,000	Bargaining	Mar. 2012
City of Calgary	IAFF / CPA	2,990	Bargaining	Dec. 2010 / Jan. 2011
City of Edmonton	IAFF / EPA	2,640	Bargaining / Mediation	Dec. 2010
British Columbia				
Health Employers Association of British Columbia	BCNU / CUPE / HSABC / BCGEU	105,000	Bargaining	Mar. 2012
British Columbia Public School Employers' Association	BCTF	41,000	Tentative settlement	June 2011
Government of British Columbia	BCGEU	29,000	Bargaining	Mar. 2012
Community Social Services Employers' Association	Various unions	15,000	Bargaining	Mar. 2012
City of Vancouver	CUPE	5,300	Bargaining	Dec. 2011
Coast Mountain Bus Company	CAW	3,580	Bargaining	Mar. 2012
Nunavut				
Government of Nunavut	PSAC	2,100	Mediation	Sep. 2010
Provincial and territorial jurisdictions, Private sector				
Nova Scotia				
Nova Scotia Construction Labour Relations Association Limited	IBEW	800	Conciliation	April 2012
New Brunswick				
Mechanical Contractors Association of New Brunswick Inc.	UA	1,500	Bargaining	June 2012
Moncton Northeast Construction Association Inc.	LIUNA	1,200	Bargaining	June 2012
Saint John Construction Association Inc.	LIUNA	700	Bargaining	June 2012
Quebec				
Olymel, limited partnership	UFCW-Canada	540	Bargaining	Oct. 2011
Prevost Car inc.	CAW	680	Bargaining	June 2012

Key negotiations (continued)

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Private sector (continued)				
Ontario				
Chrysler Canada Inc. / Ford Motor Company of Canada, Limited / General Motors of Canada Ltd.	CAW	29,180	Upcoming	Sep. 2012
Metro Ontario Inc., Food Basics Franchisees	UFCW-Canada	6,500	Bargaining	Mar. 2012
Bombardier Aerospace, division of Havilland	CAW	2,600	Upcoming	June 2012
National Steel Car Limited	USW	1,370	Conciliation	June 2012
Metro Ontario Inc.	CAW	1,100	Upcoming	June 2012
British Columbia				
Construction Labour Relations Association of British Columbia	Various unions	35,000	Bargaining / Tentative settlement	April 2010
Hospitality Industrial Relations	UNITE HERE Canada	2,200	Upcoming	May 2012
Pacific Newspaper Group Inc.	CEP	950	Bargaining	Nov. 2010

Notes:

The short dash (-) in the **Expiry month** column indicates that collective agreements within a same union or in various unions are expiring. For example, from September 2011 to January 2012 inclusively, their expiry dates are presented by this short form: **Sep. 11 – Jan. 12**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring. For example, either on July 2011 or April 2012, their expiry dates are presented by this short form: **July 11 / April 12**.

Major work stoppages in Canada

Updated on a weekly basis, the 2012 Major work stoppages in Canada listing contains all major strikes and lockouts involving 500 or more employees. The first table includes all [work stoppages in effect](#), while the second includes all [work stoppages that are terminated](#). The [Chronological perspective](#) on work stoppages interactive database provides the number of strikes and lockouts which have occurred in Canada since 1976.

Expiring and reopening collective agreements – updates

Updates for the following listings are available on the Web site:

- [2012 Listing of Expiring collective agreements](#)
- [2012 Listing of Reopening collective agreements](#)

For more information

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).